

Position Description: Regional Vice President Sales Reports to: President

We have a career opportunity for the Regional Vice President, Sales for our Oakville Sales office.

The primary role of the Regional Vice President (RVP) of Sales is to build a great team of Business Development Directors (BDDs) and grow BIW revenue in the region. This includes hiring and developing people into a high performing sales team and utilizing corrective action when necessary. In all cases this includes working side by side with BDDs in the marketplace to sell business.

The primary skills required for this position include leadership skills, business acumen, local market knowledge, relationship building skills especially at senior customer levels, and a fundamental understanding of P&L management.

The ideal candidate brings to the position a demonstrated history of sales and sales management, success in growing revenue within Fortune 500 companies and proven ability to develop sales talent.

This position is located in Oakville, Ontario and the candidate selected will need to live in the Greater Toronto area.

Essential Qualities of an RVP of Sales Include

- Ability to add strategic planning value to BDDs and their client relationships
- Experience and ability to attract and retain top performing salespeople
- Role Modeling for BDDs a positive sales process which emphasizes activity, effective interpersonal management style, and a customer centric focus
- Demonstrating strong relationship building skills by building exceptional corporate and personal bonds with senior level clients and decision makers
- Positive attitude and a high level of drive creating a team culture which places high value on RESULTS and continuous growth and improvement

Additional Key Attributes of an Effective RVP of Sales

- Business Planning and Deployment
- Resourcefulness
- Customer Focus and Marketplace Knowledge
- Know The Numbers (P&L)
- Vision for The Region



The Ideal Candidate

- TEN plus years of direct business-to-business sales experience (additional sales management experience preferred) calling into sales, marketing, and human resources within Fortune 500 companies
- Sales or sales management experience selling complex services such as corporate wide Culture Change initiatives, Sales and Channel performance incentives, Group Travel/Event Management, training, performance improvement consulting and Marketing Services (Advertising, PR, direct marketing, loyalty or CRM programs is ideal)
- Demonstrated track record staffing & growing a sales team or turning around an existing sales office to significant growth
- Strong record of success with a documented history of professional recognition and income growth
- History of increased compensation derived primarily through highly leveraged commissions and bonuses
- Large volume sales experience (\$500K plus per sale)
- Long sales cycle experience (6 to 12 months)
- Maximum of 3 jobs in past 12 years and currently employed or unemployed for no more than 7 months
- University degree preferred. Advanced degree a plus
- Established business network in marketplace
- Experience giving effective stand-up & large group presentations
- Demonstrates the following characteristics: Business Acumen, Leadership, Board Room Presence, Creative Thinking, Excellent Interpersonal Skills, Relationship Builder and Strong Work Ethic

Compensation

Compensation is not capped and is based on regional sales growth. This includes a base salary plus fiscal year bonuses tied to revenue growth and contribution to profit.

Additional Benefits

Regional Vice Presidents are automatically eligible for a full suite of performance management reward programs, including an annual President's Club travel award. Other benefits include company laptop, mobile device reimbursement, extended health benefits and full expense account for client entertainment.

